#### COUNTY WOMEN'S NETWORK

#### **NEWS**

**JUNE 2007** 

#### It's Graduation Time!

This month marks the graduation of the 12th Mentoring Group Graduating Class.

Congratulations to the following protégés on completing the program:

- Helen Allen
- Francine Beedie
- Marcene Bell
- Carol Fiore
- Donna Gunther
- Martha Guillen-Morgan
- Linda Majors
- Chekesha Sherman
- Shanika White
- Diana L. Williams
- Bunny Youmans

A big Thank You to the following mentors who encouraged the protégés this year:

- Edna Grove
- Sandy Decker
- Laura Gonzales
- Lucy Gigena
- Dora Cook
- Julia Gallagher



At times our own light goes out and is rekindled by a spark from another person.

Each of us has cause to think with deep gratitude of those who have lightened the flame within us.

Albert Schweitzer



#### A WORD FROM YOUR PRESIDENT

When the 2006-2007 Mentoring Program began, I equated those who entered into the program as beautiful rosebuds; throughout the program the buds begin to expand; and, at graduation they will have grown into the most beautiful of roses

Personally, I can't say enough about the CWN Mentoring Program. I

was a protégé in the first year of the program, then went on to become a Mentor, then on to the Board and President. The CWN Mentoring Program is a wonderful experience. You just cannot help but to learn, grow, and expand your horizons.

Mentors learn as much as the protégés learn and it is a rewarding

experience for both. Mentors and protégés alike gain strength, confidence and knowledge.

I highly recommend the program to each and every CWN member. It truly will enrich your life. I encourage you to speak to one of the mentors, protégés or Directors of Mentoring if you have any questions.

#### READ WHAT THE PROTEGES ARE SAYING .....

**DIANA L. WILLIAMS** ~ As a current protégé, I have enjoyed the experience very much. I've made contacts with a variety of Women from many departments. The different speakers throughout the program has been beneficial, and our Circle Meetings have given me provided me with differing options for responding to many work related issues. I especially enjoyed the "Mock Interviews", the critiques were helpful and encouraging. I recommend the Mentoring Program wholeheartedly!

It was worth the wait.

CAROL FIORE ~ Thank you for giving us the opportunity to say "Thank you!" to our Mentors. I truly appreciate the time and effort they have devoted to us. This has been such a worthwhile experience, giving us some insights into areas of the County we may never have considered before. I cannot recommend it highly enough. If anyone is considering moving up within her own department, or promoting out into a different department, this program is a

"must"! Perhaps what makes it so effective is the dedication of the Mentors and the small groups into which we Protégées were separated. It was almost a one-on-one experience. I have gained a whole new appreciation for the Managers and Supervisors in my own department

**MARCENE BELL**  $\sim$  the Mentoring program to me has meant seizing an incredible opportunity to establish lasting relationships, and to reinforce my professional, personal identification with the county's most critical asset — the

the women in its workforce. In my opinion they are the brightest, most talented, remarkable women I have ever encountered. I saw where the eagles fly!

The Protégé program has taught me the value of productive involvement, and inspired me to engage my brain with intentional, conscious, active strategies to attain my career goals. It helped me understand County protocol, and the County's budget process. I learned

how to analyze my temperament, and enhance my success potential; also, how to dress my best, interview for success, bless my stress, and more importantly, it has helped me to gain a better understanding of myself.

I want to thank first, my fantastic boss, Diana Alexander. CWN and the Mentoring program would not have been on my calendar this past year without her support and her

encouragement. Thank you Diana for being such a blessing in my life. Thank you to my mentors Jessie Burr, Laura Gonzales, Jill Gallagher, and Edna Grove. I also must express my sincere appreciation to Gloria Affatati, Peggy Dillaman, Mary Mayes, and Debbie Montoya for their helpful insight and advice. I sincerely appreciate the time that each one of you took from your busy schedules to share your wealth of knowledge, and I will always cherish your gracious kindness.



**HELEN ALLEN** ~ I have really enjoyed being a protégé. I attended some very interesting meetings and had an opportunity to learn more about setting goals, writing resumes and interviewing. I feel that I have more confidence now than I did prior to becoming a protégé. I would like to thank all of those in the Eagles Circle. [Eagerly Attaining Goals, Learning, Experiencing, Soaring.] I believe that together, we have all accomplished this. I have an interview coming up and hope that by graduation I will be able to report that I have gotten a promotion.

**FRANCINE BEEBIE** ~ The Mentoring program was actually really great. It gave our group a chance to meet monthly with three of the most knowledgeable, supportive, encouraging and caring mentors. Sometimes getting to all the meetings was a challenge, but they were very interesting and informative for our professional growth. I'd like to thank Jill Gallagher, Edna Grove and Laura Gonzales for their time and efforts in working with our group

#### READ WHAT THE PROTEGES ARE SAYING (CONTINUED).....

**BUNNY YOUMANS** ~ The protégé program has been a wonderful experience. I've made new friends and learned a lot from the mentors. It's empowering to be among so many positive and caring women. I would definitely recommend the protégé program to fellow CWN members. If you haven't been through the program yet please do sign up next year you'll graduate with a world of knowledge, new friends & a new outlook on life.

DONNA **GUNTHER** think T the Mentoring Program is excellent. During my time as a protégé, I was given valuable advice regarding interviewing and Also, how to be a better promoting. employee at my current position. We had interesting, informative speakers, and the mentors were so inspiring, and I was impressed by how they used their valuable time to help us grow as individuals. I also enjoyed meeting people in the global and circle meetings that I may not otherwise have met. I'm very glad that I was a part of this program this year.

MARTHA **GUILLEN-MORGAN** mentoring program has given me a source of information, support and inspiration that has assisted and encouraged me to set goals and take steps to achieve them. mentors in my circle have been very responsive and have genuinely interested in my professional development. I am happy to have made these connections and hope to continue to interact as fellow CWN members and friends. Thank you to Edna Grove, Jill Gallagher and Laura Gonzales! You have made a very positive and lasting impression on my life!



#### READ WHAT THE MENTORS ARE SAYING ....

SANDY DECKER ~ This program has meant an opportunity to share my experience, education and skills as well as an opportunity for me to grow professionally by learning from others. I decided to become a mentor to serve as a trusted advisor and teacher. It has afforded me the opportunity to meet other professional women; share with them and to learn from them. I would like to thank Dora and Lucy for their leadership.

**EDNA GROVE** ~ I believe I have made lifelong friends within my Circle with the other two Mentors, Jill and Laura. I have seen shy wall flowers bloom into animated and brilliant roses among the protégés. The camaraderie of the protégés within my Circle has been amazing and continues to grow as they themselves grow. Several of our protégés have had job interviews over the past months, and several have started taking college courses, either at County locations or school campuses. I have grown in my own knowledge of the inter workings of the County Board of Supervisors, the County fiscal budgets, and the happenings within the County Probations department. Our Circle includes members from Probations, TAD, Child Support, PERC and PDD. We have a very mixed bag of knowledge. This has been a good and varied source of information. The Mentor/ protégé program has been great for me.

#### **LAURA GONZALES ~**

Participating as a mentor in CWN's mentoring program for the past two years has been an experience that I believe has benefited both the protégés and the mentors. The women I've had the pleasure to meet range in personalities from very shy to quite

outgoing. No matter what the personality, however, the common bond among these women is that they have a sincere desire to enhance their own lives and careers, as well as contribute more actively to the missions and goals of their departments and the County. Discussions on topics such as interview preparation, public speaking, enhancing educational goals

and developing a focused plan for advancement provide an opportunity for all of us to gain a new perspective from each other, gain confidence and strength from each other and broaden our views of the County's workforce. The icing on the cake is to see these women grow and gain confidence toward reaching their personal and professional best.

DORA COOK ~ The mentoring program experience is uplifting working with the protégés who are working towards their goals. Everyone has a different situation as to why they may or may not be promoting so being able to review their ways of thinking and their work habits with them is challenging. But once they

understand what it takes to promote and how to ready themselves for the interview it pays off especially when one promotes it is a feeling of exuberance knowing you helped them to reach their goal.

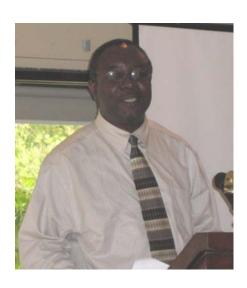


# Annual Trainin

### What you said.

- 24.3% of the survey respondents rated Sybille FAIR
- 20% rated her VERY GOOD

- 25.7% of the survey respondents rated Cherma GOOD
- 20% rated him VERY GOOD



## Day 200



- 45.7% of the survey respondents rated Mimi EXCELLENT
- 24.3% rated her VERY GOOD

#### **Overall Training Day Rating:**

35.3% rated the day VERY GOOD; while there was a tie for GOOD and EXCELLENT at 22.1%

Thanks CWN PAGE 6

I would like to express my thanks to CWN for sponsoring me to attend The Conference for Women on May 3, 2007. The day was filled with so much practical information and tips.!

Here are some highlights of the tips I learned throughout the day...

Only 7% of the words we speak effect the one we are speaking to! This is quite surprising, and challenging for us women when we are talking to men, because we use at least twice as many words as men do in our attempt to convey the same message. The remaining 93% of communication comes through our body language and tone of voice; which is where sayings such as "Actions speak louder than words" and "It's not what you say, but how you say it" came from.

A very important communication tip is to remember that listening is an *active* behavior; meaning if you are thinking of your next comments, you can't possibly be listening and, therefore, understanding what the other person is saying. Hopefully, you are not interrupting; this is the #1 rudest communication complaint because it is so distracting and conveys to the other person that what they are saying is unimportant. To reinforce this, she told us of Steven Covey's Habit #5: "Seek first to understand, then to be understood".

I would like to close with one final tip. A quote that was shred with us: **We teach people how to treat us by the ways we communicate with them**. Therefore, it's important that we develop appropriate communications skills ourselves.

Thank you again, CWN, for providing these opportunities of great learning to your members! ~ KIMBERLY HAYS

Deadline to cast your vote for the 2007/2008 CWN Board and Woman of the Year is Friday, June 8.

Ballots were e-mailed to all CWN members. Your vote is important to us!



Congratulations to Susan Zenzen on her promotion to Court F xecutive Assistant.



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GOING FULL CIRCLE TO PROMOTE PROFESSIONAL AND PERSONAL GROWTH A Big Thank You to the following members of the 2006/2007 CWN Board of Directors:

- Melonee Vartanian, President
- Denise McGovern, Vice President
- Terri L. Conklin, Secretary
- Julie Summers, Treasurer
- Chris Garcia, Director of Membership
- Jane Adams, Director of Mentoring
- Jessie Burr, Director of Mentoring
- Angie Moxey, Director of West Valley Region
- Jo-Ann Burns, Director of Desert Region
- Melody Morgan, Director of Special Projects
- Alvina Hollensbe, Director of Publicity
- Diana Alexander, Past President

